



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

NOV 30 2015

From: Secretary of the Navy  
To: Presidents, FY-17 Active-Duty Rear Admiral (lower half)  
Line and Staff Promotion Selection Boards

Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
ACTIVE-DUTY LIST OF THE NAVY FOR PERMANENT PROMOTION TO  
THE GRADE OF REAR ADMIRAL (LOWER HALF)

Ref: (a) FY-17 Active-Duty and Reserve Navy Flag Officer  
Promotion Selection Board Precept

Encl: (1) Board Membership  
(2) Statutory and Regulatory Promotion Objectives

1. **Date and Location**

a. The promotion selection boards, consisting of you as president and the officers listed in enclosure (1), are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, Monday, December 7, 2015, or as soon as practicable thereafter.

b. The boards shall proceed in accordance with all guidance in this letter, the FY-17 Active-Duty and Reserve Navy Flag Officer Promotion Selection Board Precept, reference (a), and Statutory and Regulatory Promotion Objectives, enclosure (2).

2. **Promotion Board Authorized Selections.** The zones for selection to flag have been set forth in the FY-17 Active-Duty Flag Officer Promotion Plan. The boards may recommend up to the number I have provided below.

<u>COMPETITIVE CATEGORY</u>	<u>NUMBER TO SELECT</u>
<b>Unrestricted Line (URL)</b>	23
<b>Restricted Line (RL)</b>	
Engineering Duty Officer	2
Information Warfare	1
Intelligence	2
<b>Staff Corps</b>	
Dental Corps	1
Nurse Corps	1
Supply Corps	2
Civil Engineering Corps	1

Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION  
TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

3. Best and Fully Qualified Selection Standard

a. Fully Qualified. All officers recommended for promotion must be fully qualified; that is, each officer recommended must be capable of performing the duties of the next higher pay grade. Officers that do not meet this standard shall not be recommended for promotion.

(1) Officers fully qualified for promotion demonstrate an appropriate level of leadership, professional skills, integrity, management acumen, grounding in business practices, and resourcefulness in difficult and challenging assignments. Their personal and professional attributes include adaptability, intelligent risk-taking, critical thinking, innovation, adherence to Navy and DoD ethical standards, physical fitness, and loyalty to the Navy Core Values.

(2) As a matter of policy, the following are to be considered essential elements of a fully qualified officer:

(a) There should be no restrictions on an officer's detailability. An officer, once selected, must be capable of being assigned to a flag officer billet immediately upon confirmation by the U.S. Senate.

(b) There should be no restrictions on an officer's ability to assume any job on the Joint Duty Assignment List (JDAL). Unless eligible for a waiver under DoD Instruction 1300.19, a fully qualified officer must be designated as a Joint Qualified Officer (JQO) prior to promotion to flag rank.

1. In order to ensure that selectees will be designated as JQO prior to their promotion date, all selectees must have documented in their official record that they completed JPME I and II and must have been awarded full joint tour credit for serving in a JDAL billet, or be currently serving in a JDAL billet and have completed a minimum of 34 full months (day-for-day), or have accrued a combination of approved experience points and months served in JDAL tours (cumulative credit and/or currently serving) that equals 36 or more points, as of the convening date of the selection board.

2. In accordance with DoD Instruction 1300.19, officers with particular scientific and technical skills, and officers with certain professional specialties, are eligible for a waiver from the JQO designation requirement. Scientific or

Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION  
TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

technical waivers may be granted for officers in the following categories: Oceanography, Civil Engineer Corps, Engineering Duty Officer, Aeronautical Engineering Duty Officer, Acquisition Professionals, Aviation Maintenance, and Public Affairs. Professional waivers may be granted for officers within the following categories: Medical Corps, Dental Corps, Medical Service Corps, Nurse Corps, Chaplain Corps, and Judge Advocate General's Corps.

3. You should be aware that officers who have not been designated as a JQO, or who have not served at least 34 months in a joint duty assignment and completed full JPME, or who do not qualify for a scientific, technical, or professional waiver, will require a Good of the Service waiver to permit their promotion to flag rank and must serve their initial flag officer assignments in joint positions. Under policy established by the Office of the Secretary of Defense, the Secretary of Defense personally reviews all Good of the Service waiver requests under a strict standard, and such waivers typically are only approved under extreme circumstances and must be fully justified. The Navy needs flag officers with joint experience skills who are immediately eligible for appointment and able to serve in assignments other than joint duty assignments in their first flag tour. This is a factor for you to consider in determining which officers are fully qualified for promotion.

(3) The Navy is composed of men and women representing dozens of different ethnic groups and hundreds of cultural heritages. Fully qualified officers must have shown the ability to successfully lead and mentor a diverse workforce, while executing the Navy's strategic diversity initiatives and effectively retaining the right quality and quantity of performance-proven personnel.

b. **Best Qualified.** Among the fully qualified officers, you must recommend for promotion the best qualified officers within their respective competitive category. The following core considerations should guide your recommendations. Members assigned to brief individual records are expected to use these considerations to guide the review and structure of their briefs. Each board member is expected to apply this guidance when deliberating and voting. Considerations are:

Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION  
TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

**(1) Proven and Sustained Performance**

(a) You are statutorily required to pick the best officers. Proven and sustained superior performance in command and leadership positions in difficult and challenging assignments, including those in the diplomatic/foreign service arena, is the ultimate test of fitness for promotion. This is the number one factor that should guide your recommendations.

(b) When applying this factor, you must consider that the future Navy and joint force leadership will be comprised of a mix of officers that have excelled in both traditional career paths and alternate career paths. You must consider the critical competency/skill sets developed by officers who have excelled in alternate career paths. Further, this board's charter is to select the future leadership of the Navy. Superior leadership skills may be developed in a variety of assignments, and may be found across the Navy from various communities, platforms, and career paths. There are no expectations that flag officers must be selected from only certain communities or platform assignments. Your challenge is to look broadly across the Navy without regard to community, platform, or career path to select the best qualified officers to serve as the future leaders of the Navy.

(c) Our dynamic Navy requires equal consideration to those who have served in non-traditional, combat-related, nation-building roles. Successful performance and leadership in combat conditions demonstrate exceptional promotion potential and should be given special consideration.

(d) You should also consider for promotion those men and women possessing the education, experience, and language skills that help improve the Navy's gender and cultural awareness and those who demonstrate mentoring skills that enhance the professional development of the Navy's future male and female leaders and the wide and varied diversity of the Navy.

(e) A critical goal of the Navy is to encourage -- to demand -- innovation and efficiency to ensure that we retain an adaptive, flexible, and effective naval force able to anticipate events and win across the spectrum of conflict. In your consideration, recognize that the continued preeminence of the Navy in the future is inextricably linked to its ability to successfully change and to manage for efficiency. Our future

Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION  
TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

depends on male and female leaders who have demonstrated their awareness of this fact. Within the charter of best and fully qualified, seek to select these officers.

1. In this age of limited resources and fiscal constraints, application of energy resource management and technology is of vital importance. Our institution must create energy solutions that make facilities and installations more energy efficient and encourage superior management of energy resources.

2. Likewise, we must not restrict or limit the opportunity of any officer to think creatively, develop new ideas, take prudent risks, and maximize capabilities through sound management practices. Bear in mind that, in the context of a changing Navy, officers demonstrating innovative thinking, efficient management skills, prudent risk taking, and effective business practices, may reflect a variety of backgrounds.

## **(2) Education / Personal and Professional Development**

(a) The Navy's ability to support future operational requirements depends on a well-educated and trained officer workforce. The Navy needs officers who have helped create a culture of continuous learning demonstrated by their professional development through education and training. You shall favorably consider professional military education (PME), relevant graduate education, and experience in specialized areas. Best and fully qualified candidates seek opportunities to improve performance by increasing their knowledge throughout their careers. The PME Continuum integrates four components of education: Advanced Education, Navy-Specific Professional Military Education (NPME), Joint Professional Military Education (JPME) and Leadership Development.

(b) Applying advanced education in subspecialty tours and achieving specialized skills as reflected in Additional Qualification Designator (AQD) codes are significant career milestones.

## **(3) Statutory Promotion Objectives**

(a) The following competency/skill sets are of such great importance to the Navy's future operational requirements that there are specific statutory goals associated with each:



Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION  
TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

1. Joint Duty

2. Acquisition Corps

(b) Success in these assignments should be given special consideration. The statutory joint duty and acquisition corps objectives, which are delineated in enclosure (2), represent critical requirements, which warrant particular consideration when determining which officers are best qualified for promotion. Members must note, however, that these promotion objectives do not alter the best and fully qualified selection standard. Members are not to meet these promotion objectives if meeting the objectives requires selection of officers who are not best and fully qualified.

4. **Competency and Skill Guidelines (URL/RL/Staff Corps)**. Per title 10, U.S. Code, section 615(b)(4), all promotion selection boards convened by this order to consider eligible officers in the URL, RL, and Staff Corps shall apply the following guidelines relating to Navy's need for rear admirals (lower half) (RDMLs) who possess the competencies and skills indicated.

a. The Navy must continue to develop leaders who possess the competency/skill areas listed in order of significance below. Give due consideration to demonstrated performance and expertise in these areas.

(1) Warfare areas of experience in Undersea Warfare, Air and Missile Defense, and Cyber

(2) Operational Analysis

(3) Language, Regional Expertise, and Cultural Experience (LREC)

b. **Direct Support of Overseas Contingency Operations (OCO) / Irregular Warfare**. The board should give favorable consideration to those officers who, while serving in the grade of O-6, have displayed superior performance in a leadership role while serving in direct support of OCO or in Irregular Warfare assignments, in particular those assignments that are extraordinarily arduous or which involve significantly heightened personal risk. These individuals are developing valuable combat and nation-building skills under stressful conditions. Such assignments may not be typical of the officer's traditional community career path and the

Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION  
TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

officer may be rated by a reporting senior unfamiliar with the  
officer's specialty and the Navy fitness report system.

5. Unrestricted Line Competency and Skill Guidelines. Per  
title 10, U.S. Code, section 615(b)(4), the URL promotion  
selection board shall apply the following guidelines relating  
to the Navy's need to fill FY-17 critical vacancies with  
specified numbers of URL RDMLs who possess the competencies and  
skills outlined in Table 1, and the Acquisition Professional  
(AP) competencies and skills outlined in paragraph 5.a and  
Table 2. In most cases, critical vacancies are identified in  
the Tables by officer designators, which themselves reflect the  
particular competencies and skills possessed by officers in the  
respective communities. You shall apply these guidelines in  
conjunction with the best and fully qualified selection  
standard, and in no case shall the Navy's need for specified  
numbers of officers to fill the vacancies be interpreted as a  
quota. As such, when applying the best and fully qualified  
standard, give strong consideration to those officers who  
possess the competencies and skills necessary to fill the FY-17  
critical vacancies, as outlined below.

TABLE 1  
GUIDELINES RELATING TO NAVY'S NEED FOR URL OFFICERS (NON-AP)  
WITH PARTICULAR COMPETENCIES AND SKILLS

FY-17 CRITICAL VACANCY	NUMBER OF OFFICER(S) NEEDED	COMPETENCIES AND SKILLS REQUIRED FOR CRITICAL VACANCY
Surface Warfare (111X)	6	Vacancies in 1110 O-7 billets require proven performance in Major Command. Must have commanding knowledge of Naval and other service doctrine with the ability to apply Expeditionary and Carrier Strike Group forces in military operations worldwide. Demonstrated experience in Surface Warfare tactics and procedures required.

Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

FY-17 CRITICAL VACANCY	NUMBER OF OFFICER(S) NEEDED	COMPETENCIES AND SKILLS REQUIRED FOR CRITICAL VACANCY
Submarine Warfare (112X)	2	Vacancies in 1120 O-7 billets require proven performance in Major Command. Strong tactical submarine experience and the ability to mentor commanding officers and train submarine crews required.
Special Warfare (113X)	1	Vacancy in 1130 O-7 joint billet requires proven performance in Major Command and Joint assignment. Commanding knowledge of special warfare missions, tactics, and operational capabilities is required.
Naval Aviator /Naval Flight Officer (13XX)	6	Vacancies in 1310/1320 O-7 billets require proven performance in Major Command. Must have commanding knowledge of Naval and other service doctrine with the ability to apply Expeditionary and Carrier Strike Group forces in military operations worldwide. Strong experience in tactical aviation and operational readiness is required.
11XX/13XX	4	Vacancies in URL O-7 billets require proven performance in Major Command. Must have commanding knowledge of Naval and other service doctrine with the ability to apply Expeditionary, Carrier Strike Group or Submarine forces in military operations worldwide. Extensive experience and a broad background in all aspects of Naval Warfare are desired.



Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

FY-17 CRITICAL VACANCY	NUMBER OF OFFICER(S) NEEDED	COMPETENCIES AND SKILLS REQUIRED FOR CRITICAL VACANCY
Installation Manager	2	Vacancies in O-7 billets require proven performance in command of a major shore installation as a minimum. Additional post-major command experience in shore management is desired.

a. Acquisition Professionals. In the context of best and fully qualified, the Navy needs to fill FY-17 critical vacancies with specified numbers of URL AP officers with the specific competencies and skills listed in Table 2, and the following additional guidelines. Officers in the URL AP community possess the requisite qualifications to manage the development, acquisition, and life cycle support of the Navy's current and future platforms and associated systems. Assignments given to these officers may have resulted in a career path different from officers who have served exclusively in their primary warfare specialty. In making your determination of those officers who are best qualified for promotion, you must view the AP officers' assignments as having the same value as assignments within their primary warfare specialty. Officers enter the AP Community late in their careers. In the context of best and fully qualified, the needs of the Navy require that you select officers with proven capacity for leadership as demonstrated in AP or other leadership positions. In view of the critical qualifications possessed by AP officers, and in accordance with Title 10, U.S.C. 1731, it is expected that these officers, as a group, will be promoted at a rate not less than the rate for all line officers in the same grade. In considering AP officers for selection, the best qualified criteria are more important than balance among designators.

Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

TABLE 2  
GUIDELINES RELATING TO NAVY'S NEED FOR URL AP OFFICERS  
WITH PARTICULAR COMPETENCIES AND SKILLS

FY-17 CRITICAL VACANCY	NUMBER OF OFFICER(S) NEEDED	COMPETENCIES AND SKILLS REQUIRED FOR CRITICAL VACANCY
Acquisition Corps (13XX)	1	Vacancy in O-7 aircraft or weapons program management and life cycle support billet. Demonstrated leadership and experience as a major aircraft acquisition program manager is specifically desired.
Acquisition Corps (1110)	1	Vacancy in O-7 program management and life cycle sustainment billet. Demonstrated leadership and experience as the program manager for a major ship, submarine, integrated warfare system, or surface ship maintenance program is desired.

6. Restricted Line Competency and Skill Guidelines

a. Engineering Duty. The Navy has a requirement for Engineering Duty Officers with broad based technical and acquisition business experience with a proven record of flexibility, innovation, and change leadership. Specific experience requires includes:

(1) Submarine or submarine systems program management and life cycle support. Demonstrated leadership and experience as a major acquisition program manager is specifically desired.

(2) Program management and life cycle sustainment of Combat Systems and/or Command, Control, Communications, Computers, and Intelligence (C4I) Systems. Demonstrated leadership and experience as a major acquisition program manager is specifically desired.

b. Information Dominance Corps (IDC). The Navy has a requirement for one Information Warfare Officer and two Intelligence Officers who are best qualified to fill Joint flag

Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION  
TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

officer billets. The officers you recommend for promotion in these competitive categories will, upon date of rank to Rear Admiral (lower half), be redesignated as IDC officers. The Navy needs officers who are agile, flexible, and fully capable of leading across the range of functions associated with the IDC.

7. Staff Corps Competency and Skill Guidelines

a. Medical Community (DC and NC). Navy Medicine needs leaders with knowledge and significant recent experience in a variety of settings including operational medicine, joint medical operations and current peacetime health care delivery initiatives. Duty or service in combined or other staff positions at the senior levels of government should also be considered favorably. The Navy requires officers of exceptionally high professional competence and intellectual capacity who have the ability to think logically and express themselves articulately. They must have the energy to create and communicate the organization's vision, as well as build and motivate teams to accomplish that vision. Our leaders must be calculated risk-takers, inclusive in decision-making, and trusted by subordinates. They must recognize talent and mentor, coach and develop juniors. They must understand and use best business tools and clinical practices in managing our military population's health. Our Naval leadership must be drawn from those officers who clearly understand Navy Medicine's obligation in ensuring success of, and demonstrate the capacity to meet the challenges of our commitment to, maritime superiority. You must ensure that the Navy Medical community's future leaders possess broad knowledge in the support of the operating forces as well as acknowledged leadership within their specialty. Likewise, the officers selected must have demonstrated exceptional managerial skill and professional competence in executive and staff roles both in support of the fleet and within the Naval shore establishment. Officers selected should have held command.

(1) In determining those officers best qualified for promotion, you are instructed that the needs of Navy Medicine and the Navy require that flag officers serve in a broad spectrum of assignments requiring expertise in diverse functional areas. It should be noted that although there is no set career path for upward mobility, those you select will be placed almost assuredly in positions that require broad military and medical perspectives beyond the Department of the Navy. They must have the courage to stand on principles and

Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION  
TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

demonstrate a clear potential to lead the Navy of the future. Promotion is competitive and, while based on performance, must be ultimately based on the potential to meet the demands and challenges of flag rank.

(2) Section 1251(a) of title 10, U.S. Code, establishes the general rule that a regular officer serving below the grade of O-7 shall be retired on the first day of the month following the month in which the officer becomes 62 years of age. Section 1253(a) of title 10, U.S. Code, establishes the general rule that a regular commissioned officer serving in a flag officer grade, unless separated or retired earlier, shall be retired on the first day of the month following the month in which the officer becomes 64 years of age. There are no statutory exceptions to this general rule applicable to flag officers. If an officer will be 64 or older upon the effective date of appointment to the grade of O-7, section 1253 would prevent the officer from serving in the grade of O-7. If the officer is under 64 years of age upon the effective date of appointment, but subsequently turns age 64 at a later date, section 1253 would require an involuntary retirement for age. Officers who are involuntarily retired for age must serve six (6) months time-in-grade to retire as an O-7. Officers who voluntarily retire must serve three (3) years time-in-grade to retire as an O-7. In your deliberations you may consider these statutory age requirements to the degree that it may affect an officer's ability to best serve the Navy's needs as an O-7.

b. Supply Corps. The Supply Corps and Navy require flag officers to serve in a broad spectrum of assignments requiring expertise in diverse functional areas. It is also important that joint experience be highly valued when selecting future Supply Corps flag officers. Under the current statute, the Supply Corps officers designated as acquisition professionals (AP) may receive a Technical waiver of the requirement that officers must be designated JQO in order to be fully qualified for promotion to flag. Supply Corps Officers not designated as APs are statutorily required to be Joint Qualified Officers in order to be selected. Officers selected for flag rank in the Supply Corps must have demonstrated clear potential to lead the Navy of the future. Future leaders of the Supply Corps should possess:

(1) Broad experience in the Navy's operational forces and the Global Logistics Support Network which supports them.

Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

(2) Acknowledged leadership within one primary line of operation (supply chain management, contracting/financial management, acquisition, or operational logistics), and experience in one other primary or secondary line of operation (business management, operations research or comptrollership).

(3) Exceptional leadership skills with demonstrated integrity and success in command or executive staff positions of equivalent significant responsibility.

(4) Professional competence in senior executive and staff roles in direct support of the Fleet, within the Naval shore establishment, and in other DoD organizations.

c. Civil Engineer Corps (CEC). As the Navy's Expeditionary Engineers, the CEC oversees the Navy's expeditionary engineering and global shore infrastructure efforts. Civil Engineer Corps billets develop four broad skill sets: (1) Naval Construction Force leadership/contingency engineering; (2) Public Works Management; (3) Facilities Acquisition; and (4) Navy or Joint Staff. Service in expeditionary units (Seabees, SPECWAR, or other NECC commands) develops contingency engineering expertise; service in a Facilities Engineering Command primarily develops the Public Works Management and Facilities Acquisition competencies. Staff assignments typically draw upon all four skill sets. Civil Engineer Corps officers are expected to develop competence in all four skill sets through ever-increasing job responsibility, geographic job diversity and the attainment of professional qualifications. Civil Engineer Corps officers are also expected to earn a warfare qualification; be designated as an acquisition professional; and earn a Professional Engineer or Registered Architecture Licensure.

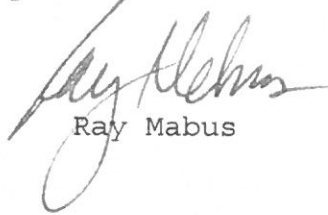
(1) Civil Engineer Corps officers are expected to have attained a Masters-level degree in facility engineering or architecture, construction management, or business management.

(2) Civil Engineer Corps officers may receive a scientific waiver and, as designated acquisition professionals, may receive a technical waiver of the requirement to be designated JQO for selection to flag.



Subj: ORDER CONVENING THE FY-17 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
ACTIVE-DUTY LIST OF THE NAVY FOR THE PERMANENT PROMOTION  
TO THE GRADE OF REAR ADMIRAL (LOWER HALF)

(3) Excellence in command of a Facilities Engineering  
Command, Seabee unit, or other shore command is a strong  
indicator of an officer's ability to meet the increased demands  
of community flag leadership positions.



Ray Mabus

BOARD MEMBERSHIP  
FY-17 ACTIVE-DUTY NAVY  
REAR ADMIRAL (LOWER HALF) LINE AND STAFF  
PROMOTION SELECTION BOARDS

1. Unrestricted Line

ADM Scott H. Swift, USN (AV) (President)  
VADM Sean A. Pybus, USN (NSW)  
VADM Thomas S. Rowden, USN (SW)  
VADM Troy M. Shoemaker, USN (AV)  
VADM Richard P. Breckenridge, USN (SS)  
RADM Margaret D. Klein, USN (AV/NFO)  
\*RADM James J. Shannon, USN (SW/AP)  
RADM Frank A. Morneau, USN (EOD)  
\*RADM Jeffrey R. Penfield, USN (AV/AP)  
RADM Michael M. Gilday, USN (SW)  
\*\*RADM Victorino G. Mercado, USN (SW)  
RADM Richard P. Snyder, USN (AV)  
RADM(S) Charles A. Richard, USN (SS)  
RADM(S) Ricky L. Williamson, USN (SW)  
RDML Dee L. Mewbourne, USN (AV/NFO)  
\*RDML Thomas J. Kearney, USN (SS/AP)  
RDML John W. Tammen, Jr., USN (SS)

2. Engineering Duty Officer

ADM Scott H. Swift, USN (AV) (President)  
\*VADM David C. Johnson, USN (ED/AP)  
RADM Margaret D. Klein, USN (AV/NFO)  
\*\*RADM Victorino G. Mercado, USN (SW)  
\*RDML Jon A. Hill, USN (ED/AP)

3. Special Duty Officer (Information Warfare)

ADM Scott H. Swift, USN (AV) (President)  
RADM Elizabeth L. Train, USN (INTEL)  
\*\*RADM Victorino G. Mercado, USN (SW)  
RDML Timothy J. White, USN (IW)  
\*RDML Thomas J. Kearney, USN (SS/AP)

4. Special Duty Officer (Intelligence)

ADM Scott H. Swift, USN (AV) (President)  
RADM Margaret D. Klein, USN (AV/NFO)  
RADM Elizabeth L. Train, USN (INTEL)  
RADM Matthew J. Kohler, USN (INTEL)  
\*\*RADM Victorino G. Mercado, USN (SW)

5. Staff Corps (Dental Corps)

ADM Scott H. Swift, USN (AV) (President)  
RADM Margaret D. Klein, USN (AV/NFO)  
\*\*RADM Victorino G. Mercado, USN (SW)  
RDML Stephen M. Pachuta, USN (DC)  
RDML David A. Lane, USN (MC)

6. Staff Corps (Nurse Corps)

ADM Scott H. Swift, USN (AV) (President)  
RADM Margaret D. Klein, USN (AV/NFO)  
RADM Rebecca McCormick-Boyle, USN (NC)  
\*RADM Victorino G. Mercado, USN (SW)  
RDML Bruce L. Gillingham, USN (MC)

7. Staff Corps (Supply Corps)

ADM Scott H. Swift, USN (AV) (President)  
\*VADM William A. Brown, USN (SC/AP)  
RADM Margaret D. Klein, USN (AV/NFO)  
\*RADM Jonathan A. Yuen, USN (SC/AP)  
\*\*RADM Victorino G. Mercado, USN (SW)

8. Staff Corps (Civil Engineer Corps)

ADM Scott H. Swift, USN (AV) (President)  
RADM Margaret D. Klein, USN (AV/NFO)  
\*RADM Victorino G. Mercado, USN (SW)  
\*RDML Douglas G. Morton, USN (CEC/AP)  
RDML John W. Korka, USN (CEC)

\* Acquisition Corps Representative  
\*\* Joint Representative

9. CAPT Christopher J. Cavanaugh, USN will act as recorder with the following personnel acting as assistant recorders:

CAPT(Sel) Forrest O. Young, USN  
CDR Michael C. Elliot, USN  
CDR David R. Markle, USN  
CDR Michael C. Langbehn, USN  
CDR Melissa A. Barnett, NC, USN  
CDR Hung Cao, USN  
CDR Jonathan L. Schmitz, USN  
CDR Jeffrey S. Powell, CEC, USN  
CDR Joseph A. Torres, USN  
CDR Christopher T. Kovack, SC, USN  
CDR Anthony J. Toriello, USN  
CDR Sarah F. Michael, USN  
CDR(Sel) Dennis W. Jensen, USN  
CDR(Sel) Jeffrey A. Draude, DC, USN  
LCDR Adam M. Matthews, USN

The recorder or an assistant recorder will be present during all deliberations.

10. The following personnel are designated to serve as administrative support personnel to the boards:

RDML David F. Steindl  
RDML Kenneth R. Whitesell  
CAPT Paul L. Dinius  
CAPT Mark C. Holley

Enclosure (1)

CAPT Henry P. Roux, Jr.  
 CDR Howard M. Bryant  
 CDR Matthew F. Phelps  
 CDR John W. Popham  
 CDR Steven J. Skretkowicz  
 CDR Jeffrey C. Stevens  
 CDR Jeffrey R. Vignery  
 LCDR Price W. Balderson  
 LCDR Shelley E. Branch  
 LCDR Kristopher M. Brazil  
 LCDR Tricia A. Cronau  
 LCDR Elizabeth Ellsworth  
 LCDR Matthew M. Langreck  
 LCDR Leon M. Leflore  
 LCDR Andrew M. McGinly  
 LCDR Stephen P. Milloway  
 LCDR Timothy D. OBrien  
 LCDR Eric A. Polonsky  
 LCDR Christopher J. Schlobohm  
 LCDR Jeremy S. Yarbrough  
 LT Erin T. Janofski  
 LT Matthew S. King  
 LT Maura K. Leary  
 LT Vincent N. Perry  
 LT Edward R. Polk  
 LT Christopher N. Pratt  
 LT Van E. Stewart  
 LT Drew E. Thompson  
 LT Donald J. Todorowski  
 LT Troy L. Wright  
 LTJG Robert R. Allen  
 CWO3 Mitchell D. Allen  
 CWO2 Dawn R. Slayton  
 PSCM(SW/AW) C. E. Christiansen  
 PSCM(AW) Robert A. Ferrari  
 YNCM(SW/AW/EXW) Leo S. Godet  
 YNCS(SW/AW/IDW) A. Shuttlesworth  
 PSC(SW/AW) Patrick R. Harris  
 YNC(SW/AW) Kari A. Betancourt  
 YNC(EXW/IDW/SCW) Byron J. Capps  
 YNC(SS) Michael W. Mason  
 PS1(SW/AW) J. J. Pennington II  
 PS1(AW) Alexandria C. Werkheiser  
 LS1(AW/SW) Kedrick D. Cockrell  
 YN1(SW) Joseph F. Scarlata  
 YN1 Laura A. Guthridge  
 LN2 Steven J. Cooney  
 LN2 Lauren M. Hauck  
 YN2 Christopher D. Brooks  
 YN2 Dexter A. Correll  
 YN2(AW) Britney B. Hassan  
 YN2(SW/AW) Alexis P. Williams  
 Mr. Rodger Abernathy  
 Ms. Jacqueline S. Anderson  
 Mr. Steve A. Armstrong  
 Mr. James M. Barlett

Enclosure (1)

Ms. Alison Barnes  
Mr. Julion A. Bend  
Ms. Wendy Beyer  
Mr. Robert C. Black  
Mr. Brian D. Bourne  
Mr. Doug Burgess  
Ms. Patricia O. Boothe  
Ms. B. J. Callis  
Mr. Clarence Carver  
Mr. James C. Clemmons  
Ms. Shannon A. Collins  
Mr. Joel Cook  
Mr. John R. Crotts  
Ms. Sonya Y. Cox  
Ms. Karen Dapsis  
Mr. Bennie Davis  
Mr. Richard T. DeRousse  
Mr. David L. Dillensnyder  
Mr. Bernard D. Dunn  
Mr. William C. Eastman  
Mr. Jeremy L. Fisher  
Mr. John Fleenor  
Mr. Mike Foldes  
Mr. John Frantz  
Mr. Christopher Garner  
Ms. Elizabeth J. Garrett  
Mr. Dennis Garza  
Mr. Cornell D. Gaulman  
Mr. Brett J. Genoble  
Mr. William H. Green  
Mr. Keith Grover  
Mr. Richard M. Hammer  
Mr. Jim Hammerich  
Mr. Dave Hard  
Ms. Marlene V. Harrison  
Mr. Max H. Hodge  
Ms. Pamela Holland  
Ms. Tawanna Hopson  
Mr. David L. Howard  
Mr. Jeffery D. Jacob  
Mr. Michael Jennings  
Mr. Juan J. Jimenez  
Mr. Douglas E. Johnson  
Mr. John Johnson  
Ms. Crystal Jones  
Mr. Steven P. Jones  
Ms. Shu J. King  
Ms. Kim E. Kirk  
Mr. Blair M. Knight  
Mr. Alex Kraus  
Ms. Karen M. Kumnick  
Mr. Randy L. Kurschner  
Mr. David B. Lanham  
Mr. James D. Law  
Ms. Sonia Lewis  
Mr. Thomas R. Lewis

Enclosure (1)



Ms. Diane L. H. Lofink  
Mr. Victor A. Loy  
Ms. Nancy P. Lubiani  
Mr. Joseph F. Maceira  
Mr. Donald P. Marshall  
Mr. Paul D. Martin  
Mr. Paul L. Martin  
Mr. Anthony Matthews  
Ms. Karon D. Matthews  
Ms. Lynda C. McKinney  
Mr. Christopher J. Meunier  
Ms. Angela S. Moyler  
Mr. William H. Mummert  
Mr. Pratap Muratee  
Mr. Jason C. Myers  
Mr. Corey A. Nichols  
Mr. Tommy D. Owens  
Ms. Doris A. Pembroke  
Mr. Chuck Pennington  
Mr. Scott S. Perry  
Mr. Durand C. Peterson  
Mr. James A. Price  
Mr. Stephen R. Ranne  
Ms. Amy C. Ray  
Mr. Dondi Reed  
Mr. Stanley Robinson  
Mr. Jay A. Rublaitus  
Mr. Tony V. Sanders  
Ms. Edna M. Shannon  
Mr. Antoine Sharp  
Mr. Michael P. Simrell  
Ms. Angie L. Smith  
Mr. Thor Smith  
Ms. Ruby D. Snowden  
Mr. Larry Sokoloski  
Mr. Lee K. Staley  
Mr. William A. Stephens  
Ms. Lynnette Stinnett  
Mr. Tim Suich  
Ms. Jennifer M. Summers  
Mr. Jim C. Tanner  
Mr. Horace Taylor  
Mr. Robert J. Thompson  
Mr. David C. Tidwell  
Ms. Martha Uselton  
Mr. Carl R. Waelde  
Mr. Shawn Walther  
Mr. Brian L. Wenger  
Ms. Angela White  
Ms. Jessica Whitfield  
Mr. James Whiting  
Mr. Christopher A. Wiley  
Mr. Bob T. Wilkinson  
Mr. Ed Willard  
Ms. Sharlene Williams  
Mr. Charles E. Wilson

Enclosure (1)

Ms. Deborah A. Wilson  
Mr. Jason T. Winfield  
Mr. Wiley P. Winter  
Ms. Mindee M. Wolven  
Ms. Rebecca Yong  
Mr. Alan D. Young  
Mr. Christopher J. Zaller

Enclosure (1)

## STATUTORY AND REGULATORY PROMOTION OBJECTIVES

(These objectives DO NOT alter the best and fully qualified selection standard discussed in the convening order)

1. Statutory Objectives. For officers assigned to joint duty, within the best and fully qualified standard, the board shall strive to ensure that the following statutory promotion objectives are achieved:

a. Officers who are serving, or have served, on the Joint Staff (JS) are expected, as a group, to be promoted to the next higher grade at a rate not less than the rate for officers in the same grade and competitive category who are serving, or have served, at Navy Headquarters; and,

**JS Rate  $\geq$  HQ Rate of Selection**

b. Officers in the grades of lieutenant commander and above, who have been designated as a joint qualified officer (JQO), are expected, as a group, to be promoted to the next higher grade at a rate not less than the rate for all officers in the same grade and competitive category.

**JQO Rate  $\geq$  Overall Selection Rate for Category**

2. Regulatory Objectives. Although not contained in statute, the Secretary of Defense has established an additional promotion objective as a matter of policy. Officers who are serving, or have served since being considered by the most recent promotion board, on the staff of the Secretary of Defense will, as a group, be promoted to the next higher grade at a rate not less than the rate for officers in the same grade and competitive category who are serving, or who have served since being considered by the most recent promotion board, at Navy Headquarters.

**OSD Rate  $\geq$  HQ Rate of Selection**

3. Prior to adjournment, the board must review the extent to which the joint promotion objectives have been met.

4. Acquisition Corps. In accordance with 10 U.S.C. 1731, it is expected that Acquisition Corps officers, as a group, will be promoted at a rate not less than the rate for all source community officers, in and below the zone, in the same grade.